
Restructured Pay Plans and Classifications



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RESTRUCTURED PAY PLANS AND CLASSIFICATIONS

The Proposed FY 2015 Budget includes the first year implementation of a three-year Attraction, Retention, Motivation, and Development (ARMD) Initiative. One of ARMD's goals is to simplify the pay plan based on available best practices. Pay grades within the CCA, EXE, ITM, ITO, LAW, MAP, OPS, and SRM plans will be consolidated into one pay plan while Fire, Police, and Constitutional Officer pay plans will not be affected. The consolidated pay structure is included in Table A below.

The proposed pay plan will also include the elimination of several job classifications which are no longer in use, and the consolidation and retitling of other job classifications to accurately depict responsibilities of the classifications. These actions are included in tables B and C below.

This section is only intended to represent major changes to pay plans and classifications. New classifications included in the Proposed FY 2015 Compensation Plan are footnoted and included in department position summary tables.

Table A: Consolidated Plan (Proposed)

Current Grade/Plan	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
OPS 001, OPS 002	1	\$18,315	\$23,908	\$29,500
OPS 003	2	\$19,705	\$25,605	\$31,505
OPS 004	3	\$21,222	\$27,576	\$33,930
OPS 005	4	\$22,875	\$29,723	\$36,570
OPS 006	5	\$24,685	\$32,093	\$39,500
OPS 007, ITO 001	6	\$26,900	\$34,950	\$43,000
OPS 008, ITO 002	7	\$28,815	\$37,458	\$46,100
OPS 009, ITO 003, MAP 001	8	\$31,180	\$40,515	\$49,850
OPS 010, ITO 004, MAP 002, MAP 003	9	\$33,770	\$43,875	\$53,980
OPS 011, ITO 005, ITO 006, MAP 004	10	\$36,605	\$47,563	\$58,520
OPS 012, ITO 007, MAP 005, MAP 006	11	\$40,005	\$52,003	\$64,000
OPS 013, ITO 008, ITO 009, MAP 007, ITM 001	12	\$43,470	\$56,485	\$69,500
OPS 014, ITO 010, MAP 008, ITM 002	13	\$46,885	\$60,918	\$74,950
OPS 015, ITO 011, MAP 009, MAP 010, ITM 003, ITM 004	14	\$51,000	\$66,850	\$82,700
SRM 001, MAP 011, ITM 005, LAW 001	15	\$55,210	\$71,855	\$88,500
SRM 002, MAP 012, ITM 006	16	\$58,970	\$76,615	\$94,260

Table A: Consolidated Plan (Proposed)

Current Grade/Plan	Proposed Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum
SRM 003, MAP 013, ITM 007	17	\$63,000	\$81,900	\$100,800
SRM 004, LAW 002, MAP 014, ITM 008	18	\$67,350	\$87,510	\$107,670
SRM 005	19	\$71,500	\$92,750	\$114,000
SRM 006, CCA 001, EXE 001, LAW 003	20	\$76,000	\$98,750	\$121,500
SRM 007, EXE 002	21	\$79,375	\$104,438	\$129,500
CCA 002, LAW 004	22	\$83,400	\$110,450	\$137,500
LAW 005	23	\$87,935	\$117,218	\$146,500
EXE 003, LAW 006	24	\$92,800	\$124,400	\$156,000
EXE 004, LAW 007	25	\$100,205	\$133,103	\$166,000
EXE 005	26	\$110,250	\$145,375	\$180,500
EXE 006	27	\$121,250	\$158,875	\$196,500
CCA 003	28	\$138,000	\$179,000	\$220,000
	29	No Range		No Range

Table B: Job Classification Consolidations (Proposed)

Old Title	New or Combined Title
Assistant Director of Public Works	Assistant Director
Assistant Director of Technology	
Assistant Director of Utilities	
Assistant Director of Business Services	
Assistant Director of Development	
Assistant Director of Entertainment Facilities	
Assistant Director of Finance / City Controller	
Assistant Director of General Services	
Assistant Director of Human Resources	
Assistant Director of Human Services	
Assistant Director of Libraries	
Assistant Director of Maritime Center	
Assistant Director of Marketing	
Assistant Director of Planning	
Assistant Director of Recreation, Parks, & Open Space	
Program Coordinator	Program Administrator
Senior Business Development Manager - Commercial	Senior Business Development Manager
Senior Business Development Manager - Maritime	
Senior Business Development Manager - Finance	
Administrative Services Manager	Customer Service Manager
Clinical Program Supervisor	Clinical Coordinator
Office Aide	Office Assistant
Manager - Norfolk Animal Care Center	Bureau Manager
Maritime Operations Manager	Operations Manager

Table C: Retitled Job Classifications (Proposed)

Old Title	New Title
Accounting Supervisor-TR	Accountant III-TR
Assistant City Manager	Deputy City Manager
Case Management Specialist	Benefit Programs Specialist, Senior
Chief Deputy I COR	Senior Deputy-COR
Chief Deputy II COR	Chief Deputy-COR
Chief Deputy Team Leader COR	Supervising Deputy-COR
Deputy City Manager	Chief Deputy City Manager
Division Accounting Supervisor-TR	Division Manager-TR
Eligibility Supervisor	Benefit Programs Specialist Supervisor
Eligibility Worker	Benefit Programs Specialist II
Enterprise Controller	Operations Controller
Grants Management Administrator	Grants Team Leader
Plumber III	Plumber, Senior
Public Services Coordinator I	Public Services Coordinator
Senior Permits Specialist	Permits Specialist, Senior
Senior Recreation Supervisor II	Recreation Supervisor, Senior
Traffic Systems Engineering Technician I	Traffic Systems Engineering Technician
Utility Customer Service Manager	Customer Service Manager